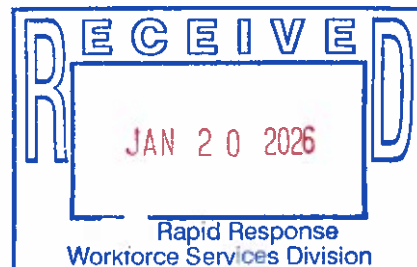




January 16, 2026



Via Certified Mail and Email (malissa.short@virginiaworks.gov)

Malissa Short

Virginia Rapid Response Program Manager

Virginia Works

2221 Edward Holland Dr., Suite #500

Richmond, VA 23230

Dear Ms. Short:

Yokohama Tire Manufacturing Virginia LLC ("Yokohama" or the "Company"), located at 1500 Indiana Street, Salem, VA 24153 (the "Salem Facility"), is a manufacturer of tire products. Pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101 *et seq.* ("WARN"), the Company is providing Virginia Works with notice of employment losses at the Salem Facility and conditional notice of the potential closure of the Salem Facility.

Yokohama has experienced significant economic and operational headwinds at its Salem Facility. In particular, due to declining demand for the small diameter tire products currently manufactured at the Salem facility, the production ticket at the Salem Facility has fallen, resulting in significant underutilization of the Facility. This decrease in production is projected to continue and become more pronounced. As such, the Company is contemplating a significant reduction of its production ticket at the Salem Facility, which, if it occurs, would result in the layoff of approximately 392 employees on March 18, 2026, or within fourteen (14) days thereafter. These layoffs are expected to last in excess of six months and potentially could be permanent.

The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local Union No. 1203 ("USW" or "Union") represents certain employees at the Salem Facility. The chief elected officer of the Union is Steve Jones, and his address is United Steelworkers, USW Local 1023, 116 W. Riverside Dr., Salem, VA, 24153. Layoffs will be implemented in accordance with the terms of the collective bargaining agreement currently in effect between the Company and the Union (the "CBA"), and represented employees will be permitted to exercise bumping rights as set forth in the CBA. Attached as **Schedule A** is a schedule and list of all of the job classifications expected to be impacted by these layoffs and the current anticipated dates of layoffs.

In addition, Yokohama currently is evaluating whether the Company will permanently close the Salem Facility. The Company is considering closing Salem facility because it has been operating continuously since 1967, and requires increasingly expensive maintenance and repairs. Moreover, the Salem facility has an outdated equipment configuration and utilizes antiquated processes that are predominantly manual in nature and lack the advanced technology common in newer and more efficient tire manufacturing facilities. Moreover, upgrading the Salem facility to current state-of-the-art manufacturing standards would require substantial capital investments. This plant closure notice is necessarily conditional because Yokohama has not made any final decision regarding the closure of the Salem Facility, and, in accordance with the CBA, the Company will not finalize any decision until after it has the opportunity to discuss the potential closure of the Salem Facility with the USW. It is possible but unlikely that discussions with the Union could modify or delay the Company's restructuring plans.

In the event that a decision is made by the Company to permanently close the Salem Facility, all remaining employees at the Salem Facility would be permanently laid off in two stages. Based on the best information available at this time, in the event of a plant closure decision, the Company would discontinue tire production operations on July 16, 2026, or within fourteen (14) days thereafter which would result in the permanent layoff of 74 employees. These layoffs will be conducted in accordance with the CBA, and some employees may exercise available bumping rights as set forth in the CBA. Attached as **Schedule B** is a list of all of the job titles of positions who would be affected by the discontinuation of tire production, and the current anticipated dates of layoffs.

The potential complete and permanent plant closure would be implemented on September 17, 2026, or within fourteen (14) days thereafter. If this plant closing were to occur, most of the remaining employees would be permanently laid off. In the event of a complete and permanent plant closure, no bumping rights would be available. Attached as **Schedule C** is a list of all of the job titles of positions that may be affected by the plant closing, and the current anticipated dates of layoffs.

This announcement and the above timetables are based on the best information currently available to Yokohama at this time. Various factors including operational requirements, bumping rights, retirements, resignations and for-cause discharges of bargaining unit employees may affect the sequence and timing of any layoffs associated with this announcement. The Union and employees will be informed of any significant changes in these plans as additional information becomes available, as well as information regarding future employment opportunities, unemployment benefits, current Company provided benefits, and out-processing requirements.

Feel free to contact me (540-375-8411; Adam.Bruce@yokohamatire.com) should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Adam Bruce', written in a cursive style.

Adam Bruce
GM & Vice President of Operations

ATTACHMENT A

As explained in the accompanying letter, Yokohama anticipates that the job classifications will be affected by the layoff at the Salem Facility within the 14-day period commencing on March 18, 2026. The list also includes the anticipated number of employees within each job classification that will be affected.

Job Classification	Total
Associate Programmer	1
Buyer	1
Compound Engineer I	1
Compound Engineer II	1
Controls Technician	2
Defect Analyst Supervisor	3
Electrical Engineer II	1
Electrical Engineer III	2
Industrial Engineer I	1
IT Operations Specialist	1
Lead Production Supervisor	6
Maintenance Breakdown Supervisor	1
Manager, Kaizen IE	1
Manager, Plant Tire Engineering	1
Mechanical Engineer II	2
Mold Engineer II	2
Mold Engineer III	1
Plant Product Engineer	1
PM Supervisor	4
Production Supervisor	23
Quality Control Manager	1
Safety Health Training & PSEC Specialist	1
Scheduler	1
Senior IT Operations Specialist	1
Senior Uniformity Analyst	1
Shipping Supervisor	2
Sr. Controls Technician	2
Sr. Quality Analyst	1
Sr. Scheduler	2
Sr. Technical Supervisor	1
Systems Administrator	2
Tech Service Tech	3
Technical Coordinator	1

QA Tech - Plant	1
Receiver	1
Slitter Operator	2
Tire Finisher	6
Tire Room Utility	2
Tire Shipper	2
Tuber Booker	1
Tuber Operator	2
Tuber Utility	1

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ATTACHMENT B

As explained in the accompanying letter, Yokohama anticipates that the job classifications will be affected by the discontinuation of tire production at the Salem Facility within the 14-day period commencing on July 16, 2026. The list also includes the anticipated number of employees within each job classification that will be affected.

Job Classification	Total
Assistant Payroll Supervisor	1
Electrical Engineer	1
Die Technician Supervisor	1
Environmental Specialist	1
Group Leader UNIF	1
Human Resources Specialist	2
Industrial Engineer III	1
Lead Shipping Supervisor	1
Manager, Plant Compound Engineering	1
Manager, Scheduling	1
Master Scheduler	1
Safety Health Training & PSEC Specialist	1
Senior Finance & Accounting Analyst	1
Shift Superintendent	3
Technical Manager	1
Technical Supervisor	6
APC Operator	1
ASC Operator	1
Bead Tipper Operator	2
Bead Winder Operator	2
Calender Operator	2
Calender Utility	1
Calender Wind-Up	2
Changeover Specialist	2
Classifier	1
Curing Utility	2
Green Tire Man	2
Mill Let-Off Operator	1
Mixer Operator	3
Mixer Utility	1
Passenger Cure Man	1
PR-702 Tire Builder	7
QA Tech - Lab	1

ATTACHMENT C

As explained in the accompanying letter, Yokohama anticipates that the job classifications will be affected by the shutdown at the Salem Facility within the 14-day period commencing on September 17, 2026. The list also includes the anticipated number of employees within each job classification that will be affected.

Job Classification	Total
Maintenance Technician	65
Union President	1
Union Standard Representative	1

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Technical Supervisor	2
Tire Development Engineer III	2
Training Specialist	1
Uniformity Analyst	3
Uniformity Manager	1
APC Operator	8
ASC Operator	6
Bead Tipper Operator	9
Bead Winder Operator	2
Calender Operator	4
Calender Wind-Up	4
Changeover Specialist	4
Classifier	10
Compound Servicer	3
Curing Utility	23
Green Tire Man	13
Mill Let-Off Operator	1
Mill Operator	1
Mixer Operator	10
Mixer Utility	8
Passenger Cure Man	9
PR-702 Tire Builder	48
Prep Utility	3
Production Specialist - QA Tech	1
Production Specialist 100	3
Production Specialist 200C	2
Production Specialist 200T	1
Production Specialist 300	4
Production Specialist 500	2
Production Specialist 600	3
QA Tech - Lab	8
QA Tech - Plant	2
Receiver	1
Slitter Operator	4
Tire Finisher	57
Tire Room Utility	13
Tire Shipper	8
Tuber Booker	5
Tuber Operator	13
Tuber Utility	2
Y-2 Tire Builder	12